



Chad Carmichael <chadrcarmichael@gmail.com>

This Book is Anti-Racist

Yvonne Stokes <ystokes@hse.k12.in.us>

Fri, Jan 14, 2022 at 4:26 PM

To: Chad Carmichael <chadrcarmichael@gmail.com>

Cc: Matt Kegley <mkegley@hse.k12.in.us>, Kimberly Lippe <klippe@hse.k12.in.us>, Stephanie Loane <sloane@hse.k12.in.us>, Michelle Brittain-Watts <mbrittainwatts@hse.k12.in.us>

Mr. Carmichael,

I am not aware of any school teaching critical race theory (CRT) or making plans to professionally develop staff to teach CRT. In fact the Indiana Department of Education does not support the teaching of CRT in our schools as it is not one of the approved standards. However, our Secretary of Education Dr. Jenner has shared, "IDOE does support Indiana's racially and ethnically diverse communities and believe all Hoosier students benefit from learning a full and factual account of our country's historical events, shortcomings and progress".

Regarding professional development, FCI in collaboration with their staff made the decision to determine which resources they would utilize for professional development. FCI's decision to undertake a *staff* book study of "This Book is Anti-Racist" does not appear to be contrary to any of the Indiana Department of Education's (IDOE) requirements. Indiana statute (IC 20-31-6-2) and by extension the IDOE, require schools to consider methods to improve the cultural competency of teachers, administrators, and staff in developing their school improvement plans.

If staff members have concerns regarding a particular resource in use they should work with their principal to address the concern. Where applicable our principals are equipped to provide a different resource that still meets the needs of the intended outcomes of the professional development. Regarding CRT, I want to go on record stating that I do not support resources that teach CRT since it would be contrary to the IDOE's directives. I have not personally read the book you are referencing but I must trust that my building principals have done their due-diligence and have read the resources for which they utilize. Your other questions can best be answered by calling or scheduling a meeting with principal Kim Day. She is open to your phone call and/or visit.

Regarding Child Advocates there is somewhere around 5000 remaining in the budget for their supports for the 21-22 school year. Nothing is scheduled, the original goal was to continue the sessions but I believe they were paused.

Please see here a letter sent from our Dr. Jenner, our Indiana Secretary of Education:



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

Good afternoon, Superintendents and Principals,

As we are gearing up for the 2021-22 academic year, and we eagerly await welcoming students back to our classrooms, the Indiana Department of Education (IDOE) has received questions from many of you regarding Indiana's Academic Standards and Critical Race Theory. As you know, in recent weeks, Critical Race Theory has become a national, state, and local topic of discussion, and IDOE has developed this [Frequently Asked Questions \(FAQ\) document](#) to help answer your questions. IDOE encourages parents, teachers, and educational stakeholders to collaborate in local discussions if questions or concerns related to the implementation of Indiana's Standards or curriculum adoption arise.

In Indiana, K-12 schools are required to teach the [Indiana Academic Standards](#) and the [Indiana Employability Skills Standards](#). Neither set of standards include Critical Race Theory. Critical Race Theory is not designed for elementary, middle, or high school students. Additionally, the State of Indiana will not support, condone, or fund anything that alienates, discriminates, or negatively divides students based on race or background.

However, we fully support Indiana's racially and ethnically diverse communities and believe all Hoosier students benefit from learning a full and factual account of our country's historical events, shortcomings, and progress. IDOE also encourages efforts to highlight a diverse set of historical figures who are role models for Indiana's students, including the following (just to name a few):

- Charles "Buster" Hall, legendary Tuskegee Airmen;
- Madame C.J. Walker, the first self-made Black woman millionaire in America;
- Ellen Ochoa, first Hispanic American woman to go to space;
- John Leslie "Wes" Montgomery, American jazz guitarist; and
- Oscar Robertson and Leroy Keyes, some of the greatest athletes who played in Indiana.

As Indiana's educators work to help our students recover from the impact of COVID-19, we are intensely focused on Indiana Academic Standards that lead to college and career readiness. Indiana is dedicated to closing persistent learning and educational attainment gaps for our most at-risk students, including racially and ethnically diverse students, low-income students, students with special needs, and English learners. IDOE and Hoosier educators must be laser-focused on helping all students — working together, not divided — to achieve their full potential.

As always, thank you for all you do for students.

Dr. Yvonne Stokes, Superintendent

Phone: 317-594-4100 | Fax: 317-594-4109

13485 Cumberland Road, Fishers, IN 46038

